



▽ PLUMB ▽



"Let us have faith that right makes might and in that faith let us dare to do our duty as we understand it."

ANVIL CHORUS

"The difficult Thing May Be Done Right Away. The Impossible Takes a Little Longer."

VOL. 9

SEPTEMBER 22, 1944

NO. 38

SOME "PERSONALS" FROM PERSONNEL

S. C. Miller—Personnel Director



If there is one thing in wartime America about which the average citizen is more critical of his fellows than any other, it is morale.

When War Correspondent Ernie Pyle returned to the front after a visit to the States, he reported

that the question most frequently asked by our fighting men was: "How is the morale of the folks back home?"

Pyle said he assured them that morale in the U.S.A. must be fine, because everyone he met back home told him how bad the morale of his neighbor was!

And so it is in the shop. Everyone is certain that **his** morale is high, but he is somewhat concerned about that of the man on the next machine. The individual in the shop is forever hearing rumors of unrest among others, which he has no way of verifying. This may lead him to believe that the morale of others is not what it should be.

The fact that 91 per cent of Plomb employees say morale in the shop is as good or better than most plants reflects a healthy condition of mind on the part of the working force.

Military observers have reached the conclusion that the morale which banishes ordinary fear and enables men to execute extraordinary feats of heroism and endurance under battle conditions, is a matter of confidence; the soldier's confidence in his leadership, in his fellow soldiers, and in himself; the unshakeable conviction that he is the best led, best supported, best trained, and best equipped fighting man in the world.

Plomb management has long felt that the kind of industrial morale that will engender confidence, pride, spirit, loyalty, zeal, and hope must be built on a similar foundation:

(Continued on Page 4)

SUGGESTION CONTEST BEGINS MONDAY, SEPTEMBER TWENTY-FIFTH

Wanna make some money for Christmas shopping? Well, here's the way to do it.

Look around you and think up the very best suggestion you can possibly think of and then turn it in. Here's what'll happen...

MONDAY MORNING, SEPTEMBER 25th. A SUGGESTION CONTEST WILL START AND EXTEND THROUGH FRIDAY, DECEMBER 8th. All suggestions turned in during this period by those eligible will be considered.

CREDIT UNION

(No. 13 in the Series on Employee Dividends)

Plomb employees manage their own savings and loan institution. Plomb Employees Federal Credit Union is chartered by the United States Treasury Department. Employees pay an entrance fee of twenty-five cents, which covers the cost of a pass book. They then deposit as much as they wish each week into their savings accounts. This is handled by payroll deductions and is very convenient for saving some of their earnings.

In addition to this function, members of the Credit Union have the privilege of borrowing from the funds of the Credit Union at any time at a very low interest rate.

Also, the Credit Union serves as an employee service unit. Plomb employees may pay their utility bills, cash their pay checks, purchase money orders, obtain automobile and property insurance of all kinds, buy postage stamps, and purchase war bonds at the Credit Union office.

Officers of the Credit Union are elected from among its members, and they manage the business affairs of their Credit Union in the interests and to benefit all of its members.

The Credit Union Office is located conveniently in the plant.

For every suggestion awarded during the period of the contest an amount equal to the award will be put in a separate fund. The amount of money in this fund will be posted daily on the bulletin board in Victory Lane for all to see.

When the contest is over, there will be three prize winners. First prize will go to the person making the most valuable suggestion, second prize to the second most valuable, etc.

First prize will be 50 per cent of the total fund, second prize will be 35 per cent, and third prize will be 15 per cent.

There will be no changes in the method of establishing the value of the suggestions turned in.

However, there will be one change in procedure. You will be contacted regarding your suggestion **WITHIN 24 HOURS**. This change in procedure is a **PERMANENT** change, you can be assured.

Wanna make some extra money for Christmas? Well, what are you waiting for—let's go!!!

Editor's Note:

Here are some classifications in which usable suggestions generally fall.

1. Improvements to present products.
2. Additional products.
3. Reduction in manufacturing costs.
4. Improvements in methods, saving of time, reduction of motions.
5. Suggestions of intangible value involving hazards (accidents, fire, etc., often not subject to award).
6. Suggestions which will improve Company's competitive status.

— BUY MORE WAR BONDS —

News of YOUR Department



- Transfers
- Promotions
- Unusual Doings
- Hobbies

ABOUT
Johnny, Mike, Pete and Mary
Sports - Ideas - Photos

- News of Boys
in Service
- Marriages
- Births

THE ANVIL CHORUS

Published by and
for Employees of

PLOMB TOOL COMPANY
2209 Santa Fe Ave.
Los Angeles 11, Calif.

Editor — R. C. Walter
Photographer — Jack O'Brien

CONTRIBUTORS

All Plomb Toolers at home and
in the armed services

Permission to use any material in
this issue gladly granted if you
give credit to Anvil Chorus.

— BUY MORE WAR BONDS —

ANNIVERSARY PINS

Office—

GORDON WILKINSON5 years
THOMAS ALLEN3 years
ROBERT A. BLAESS.....2 years
BEN PEPPERDINE2 years

Factory—

ROBERT BACH8 years
HERBERT MILLER6 years
WARREN KREKLER3 years
LEONARD MACHADO2 years

— VISIT YOUR CLUB HOUSE —

REWARD

A plan is now being worked out under which a cash reward will be given each Plomb employee who is instrumental in bringing a new employee into our organization. Watch for special Bulletin or get in touch with Miss PLUMMER in Personnel for details.

DISTRIBUTION DEPT.

Don Proul, Mgr.

When our boys (the office gang) said goodbye to **ERNIE WYNKOOP** two weeks ago Thursday, it was a royal sendoff! Mr. WYNKOOP left us we all regret, to establish residence and business at Arrowhead, Cal. He will carry on his consultant engineering work which he formerly did. . . Little Joe's (across from Chinatown) and the "Boom Boom Club" (It was a Boom too, I hear) were the spots visited by the Fourteen Fellas! Perhaps you noticed the beautiful ring **ERNIE** displayed before leaving — just a token of friendship and well-wishing from the fellas to one of the boys! Good luck, **Mr. WYNKOOP** — we miss you already!

DON PROUL is head of our department now, **JOHN KANA** proving to be a very successful assistant!

ARLENE MARKARIAN and **ESTHER ZARBOCK, NELLIE FRAMBES** and **TAGGIE COATE** are all enjoying vacations this week — lucky girls. But they'll be back!

Sure happy to hear that **FRED LORD** (**LOREN'S** son) is receiving the **ANVIL CHORUS** regularly. So much so, that **LETA** received a letter from **FREDDIE** stating that "thanks to the Anvil Chorus, I learned that Dad just got out of the hospital!"

CPL. LORD is stationed in Italy and is certainly doing his part for Uncle Sam!

KAY LUCIEN hears from husband, **ERNEST**, quite regularly altho' he is stationed in France. . . **INEZ'S** hubby, **LOUIS**, just shipped out again! Certainly glad he was home for such a lengthy stay (over a month). . . **RUTH MATHANS** was visited by her sailor son, **PAUL**, last week. **RUTH** is a member of the Stockroom.

That's about it for now. . .

Until the next time . . . Au Revoir.

LUCILLE.

— BUY MORE WAR BONDS —

GOLF TOURNAMENT

Dain Sturges

The handicap Committee really has some work ahead of them judging from the net scores posted from the Tournament last Sunday at the Rio Hondo Golf Club. Twenty-eight golfers, enhanced by five feminine enthusiasts, turned out to start off the Fall season with a bang.

First flight wound up in a tie between Earl Wilbur, Maintenance Department, and Hugh Waring with net scores of 64's. Carl Malmquist and Mervyn MacCaw tied for second place with net 71's.

Second flight for those with handicaps over 24 was won by James Marshall with a net 62 (Handicap Committee, here is your man!). Second place went to Dick Launchbaugh with a net 66. Pat Ryan and Tony Rosenberger tied for third place money with net 68's.

Complete scores were as follows:

First Flight O-24 Handicap

	Gross	Hdcp.	Net
Hugh Waring	88	24	64
Earl Wilbur	82	18	64
Carl Malmquist	85	14	71
Mervyn MacCaw	87	16	71
Dain Sturges	80	8	72
Al Hawley	95	22	73
O. F. Taylor	89	16	73
Jigger Statz	81	6	75
Larry Maher	96	18	78
Chet Exum	99	20	79

Second Flight Over 24 Handicap

	Gross	Hdcp.	Net
James Marshall	88	26	62
Dick Launchbaugh	101	35	66
Pat Ryan	103	35	68
Tony Rosenberger	103	35	68
Wink Johnson	104	35	69
Kenny Fain	106	35	71
George Carlson	100	26	74
Lou Stahl	105	30	75
Bob Stortz	104	26	78
Court Overin	107	28	79
Ed Bess	115	26	89
Earl Grimm	151	35	116

Polly Waring, recent bride of our boy Hugh, led the women's aggregation with a neat 120. Other women's scores were as follows: Kay Nichols 121, Betty Jean Pigman 127, Nadine Sturges 136, and Janet Overin 141.

PRESIDENT'S Editorial



"V/2 Day"

by

M. B. P.

I noticed recently in the newspapers up and down the Pacific Coast, in the East and in bulletins locally, that there seems to be a general feeling that when the German war is over we should throw down our tools and have several days of hilarity, rejoicing and vacation. More particularly and worse, I'm afraid, several days of no production.

Brig. Gen. Stace of the Army Air Forces told me a few days ago that we should realize that the day Germany surrenders will be "V/2 Day." This means that the victory will be only one-half won. I fear the hardest half is yet to be won. While we will naturally be mighty happy over the end of the German phase, the certain way to prolong the Japanese phase is to waste a lot of time and lose a lot of productive hours celebrating the end of the German phase.

I have just returned from my trip East, where I learned that perhaps there will not be any Armistice Day with Germany, but rather a succession of days as the German Empire falls apart.

When the Japanese war is over I'll go for a real celebration, but certainly I'm opposed to it at the present time. I would like to pass the word around the Plomb team that anything more than passing notice of the end of the German war would be out of order.

Local industrial leaders are swinging around to the viewpoint that "V/2 Day" should be a work day—a day of thankfulness, and not a day of hilarity.

The wages and hours division told me that all time taken off by employees in celebration of "V/2 Day" would have to be deducted, whether employees stay on the premises or leave the premises.

I'm inclined to think the best and most sensible way to celebrate the fall of Germany is to get out more production that day than any other day. Celebrate with results and not celebrate wastefully.

REMARKS BY THE MARKERS

JOHNNY SHAW is getting more popular with the markers every day. Too bad! He could be such a nice guy too. There's plenty of insurance companies, Johnny, but be sure and make it out to the markers. Too bad you don't like red-heads.

CHET is going on vacation next week. Too bad! We'll miss him but we hope the fish bite good—but not **too** good—**three weeks** is too long a vacation for you, Chet.

DOROTHY SNIDER is the new girl in the Marking Dept. Welcome, Dorothy.

METALLURGICAL DEPARTMENT

Fred J. Robbins—Director

JAMES COOPER of the Sandblasting Department is on vacation this week.

FLOYD STUMBO of the Sandblasting Department had a birthday last week—chicken dinner, presents, a birthday cake, and everything.

JACK O'BRIEN of the Metallurgical Department has returned from his vacation. He said he had a fine time and took a number of new pictures.

We like the smart new uniforms of the girls in the Mailing Department.

The departments under the supervision of the Metallurgical Department are starting on a program to better their own safety record. **JAY ELSTON**, a member of the plant Safety Committee, is in charge.

Our **GENE HARRIS** has a farm, ee-i ee-i o.

And on his farm he has some chicks ee-i ee-i o.

With a cheep-cheep here and a cheep-there,

Here a cheep, there a cheep, everywhere a cheep-cheep,

Our Gene Harris has a farm, He's post-war planning NOW.



AND COMMERCIAL FREEDOM TOO!

One pleasant spring day in 1822 the Congress of the United States was engaged in warm debate over a bill to recognize the independence of the South American countries that had thrown off the rule of Spain.

In the course of that debate, Congressman David Trumbull of Kentucky gave a very succinct definition of the American System which is particularly noteworthy because the Congressman knew some of the men who had framed our Constitution and thus his words reflected the thinking of the founders of our great Nation.

Congressman Trumbull stated that "the American System is representative government, freedom of opinion, religious liberty, freedom of speech and press, and commercial freedom."

"—and commercial freedom!" Yes, from the time this country was first founded, the concept of privately owned and operated business and industry, working in competition, was considered part and parcel of the American System.

And why not? Had not the early settlers of this country seen that government control or ownership of industry and commerce in eighteenth century Europe lowered living standards and made workers slaves? Let's remember then that commercial freedom is part and parcel of the American way—and maintain it over here.

COMMUNICATIONS DEPARTMENT

Norma Hogan

Two letters were received by members of the mailing department from Ex-Plomb Toolers.

A letter from **PFC RUTH PENZKOVER** (USMC) formerly of the Mail Room says, "I like San Francisco. Even if it is cold it is better than the heat in South Carolina." Ruth is working in the Depot of Supplies and likes it fine.

The other letter was a V-Mail from **CPL FRANK PELLY** formerly of inspection. He is now "Somewhere in England." He says he didn't get seasick on the trip over and he is receiving the Anvil Chorus regularly. He sends his regards to the gang at Plomb.

Have you seen the new uniforms worn by the girls in our department? Look for our picture in a future issue.

HIGH TIDE

J. C. Galbreath—Works Manager

No one can tell the exact moment that it occurred—just when production requirements reached the pinnacle, or when the manpower shortage was most acute. All we know now is that the moment has passed, and that from here on out there will be more applicants for jobs than jobs.

Various reliable sources predict that within THIRTY DAYS some three million people will be released from war work, and that the number will increase until twice that many will be looking for jobs within six months. Of course, it is a prediction—of course it probably means in the east, where the end of the European war means curtailment of war production.

Yes, of course it means those things—however, it also means that before too long those people released from eastern plants will be heading for the west coast in an attempt to stay on the band wagon until the last bomb is dropped. They realize that the battle is only half won when Germany admits what we have known for months. They realize that the demand for war production will continue on the Pacific Coast for a good many months, until Japan also folds up. They know also that the Pacific Coast has assumed an important place in the industrial world, and that there is a post-war future here which holds more attractions than in the east.

Not only is there the prospect of steady employment in years to come, but also the added advantages of higher wages and lower living costs here than in the east. There is the attraction of a milder climate. These are facts known to all of us, but when there is added to these facts the "Pacific Coast dream" of eastern residents, it is plain that we who are employed are facing stiff competition.

What can we do? The answer is to make ourselves so valuable to our present employers that there can be no question of replacement when that time comes. This matter of "value" covers a lot of territory. It includes, among other things, the following:

1. Not only do a job well, but trying to do it better — not only fulfilling, but exceeding our supervisor's expectations.
2. Stamping out unnecessary absenteeism. Not only being on the job ourselves daily, but endeavoring to sell our neighbors on the necessity of showing up for work.
3. Forgetting our petty gripes and unreasonable demands. Time was (and will again be) when we were willing to do better work with fewer conveniences.

CHICAGO NEWS

Miriam Bensley

ANNA BROWNE of Inspection, the dashing widow of fifty-seven years young, is going to celebrate her fifty-eighth birthday on September 27. Happy birthday, Anna!

THE GIRLS in the Shipping Department want to know how come the girls in Inspection are so popular with Leo and vice versa?

We are starting our **CHRISTMAS COLLECTION** for our boys in service. Let's hope we get a tidy sum together. Nothing is too good for our fellows.

SAM LaNASA stopped in to see us on his furlough. He and his wife Sylvia are enjoying every minute of it.

MR. PENDLETON, President of Plomb Tool Co., stopped at our plant on business. He enjoys the Chicago weather.

— BUY MORE WAR BONDS —

ORDER AND INVENTORY SWING SHIFT

Rose Brannen—Supervisor

Another week, another note or two about us at nite. Woe is me. Nothing ever happens until it is time to go to press.

We are glad to welcome a new addition to our swing shift gang. She came last Tuesday. Her name is **JEAN WOODS** and pretty nice people to have around.

Here is **CLARA HARRISON** again. She spent the last half of her vacation up in Carmel-by-the-sea. (You know up by Fort Ord.)

ORPHA HALL is home with a bad case of the flu, and we are all in hopes she will be back soon.

Oh, yes, and **DREU HOFFMAN** and **DOROTHY FORMAN** promised to 'kick' me good, if I didn't mention them this week—only they haven't done anything newsy except promise me, but here they are anyway. (By the way, if any of you guys are running out of 'phone numbers and addresses, just look on Dorothy's suede jacket. She has us all on there.)

That's all we did, maybe more next time.

'Til then this is,

JO DANLEY

We are spoiled — we have had our Roman Holiday — now is the time to think of the future and plan for security.

WHAT DO YOU THINK OF WORKING CONDITIONS HERE AS COMPARED WITH OTHER PLANTS?

- Pro: I think the conditions are splendid, and I don't hesitate to say so.
- Con: Going on the assumption that there is a certain amount of confusion in other organizations too.
- Pro: I have never worked in another plant, but what I have heard and seen we are above average.
- Con: Rest rooms are too few and far apart. In our department equipment inadequate.
- Pro: It appears to me that management here tries to keep working conditions better up-to-date than in most places that are working under war pressure.
- Pro: The shop is cleaner and lighter than many shops I have seen.
- Con: Safety and other conditions seem to be O.K. Some improvement in wash-room sanitation might be made.
- Pro: I think there is a great deal of teamwork among all employees.
- Con: Too hot in the summer and cold in the winter. Quarters are too cramped.
- Pro: Could change starting time at 7:00 A.M. and quit at 3:30 P.M. in summer time which would give more time for gardening.
- Con: No matter where you work without a system is very hard to work. This plant needs a system.
- Pro: People are very friendly, and there is very little formality.
- Con: I can't understand why they keep hiring help when they can't find a place for us when we run out of work.
- Pro: The Plomb people treat you as a human — not as a machine. I like the personal interest taken.
- Pro: The whole Plomb Company works together as one group.

— VISIT YOUR CLUB HOUSE —

(Continued from Page 1)

Belief and confidence in the motives interests, and abilities of a company's management, and the purpose and status of the organization.

Belief and confidence in the work ability and comradeship of fellow workers.

Belief and confidence on the part of the individual himself that he is physically and mentally capable of performing the task to which he is assigned, and that commensurate reward will follow.

That the overwhelming majority of Plomb workers feel this confidence in management leadership, in their fellow workers, and in themselves is evident from the survey results of the recent completed Questionnaire.